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CANADIAN ASSOCIATION OF CHIEFS OF POLICE

LABOUR RELATIONS COMMITTEE

ANNUAL REPORT

2013-2014

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2013 Message from the Co-Chairs

The Co-Chairs are pleased to present the 2013/14 CACP Labour Relations Committee Annual Report on behalf of the Committee members. This report provides a synopsis of the committees work over the course of this past year.

The CACP Labour Relations Committee had its inaugural meeting May 2013 in Toronto Ont. The interim chair, DCC Len Goerke appeared before the CACP Board of Directors in August, at the CACP conference. The CACP BOD endorsed the creation of an LR committee.

In November 2013, at a committee meeting held in Toronto, committee members appointed DCC Len Goerke of the Abbotsford Police Department, and Chief Jean-Michel Blais of the Halifax Regional Police as co-chairs.

There have been three face-to-face meetings over the past year:

- May 2013, Toronto Ont., in conjunction with the International Conference for Police & Law Enforcement
- November 2013, Toronto Ont., concurrent with the Human Resources & Learning Committee meeting
- March 2014, Toronto Ont., in conjunction with the PAO (Police Association of Ontario) Annual Labour Relations Conference.

Committee meeting dates and locations are scheduled to minimize travel costs, and where possible occur in conjunction with other CACP functions. The LR Committee is scheduled to meet for a half day Sunday August 24th, immediately in advance of the CACP Annual Conference.

Accomplishments

Adoption of Terms of Reference:

During this past year, the Co-Chairs identified appropriate committee members from across the country as outlined in CACP guidelines for committees. At present the committee has a robust representation from all regions of the country and all levels of policing except for a First Nations representative.

Additionally the committee developed and adopted its terms of reference, established goals and objectives and worked to inform CACP members of the presence of the committee and the expertise contained therein.

Presence:

Members attended the PAO Annual Labour Relations Conference.

Mandate

The mandate of the Labour Relations Committee was developed over the past year. It is, to inform and advise the CACP's Board of Directors and its members on labour relation practices, issues and trends that affect policing in Canada.

Committee Priorities

- Encourage and facilitate communications amongst members of the committee and CACP Board of Directors regarding labour relations, practices, issues and trends.
- Establish a coordinated presence on the CACP website.
- Facilitate an ongoing exchange on labour relations practices and issues practices.
- Address labour relations issues as identified and instructed by the CACP Board.

Goals and Objectives for 2014/2015

The LR Committee will be identifying goals and objectives for the next year at its Victoria meeting on August 24th. An outstanding objective for 2013/2014 is for the committee to establish a presence on the CACP website that is of benefit to members. The work of the Committee to ensure that all CACP members are aware that members are available as a resource will continue.

Canadian Association of Chiefs of Police Labour Relations Committee Annual Report

**2013-
2014**

Committee Membership List

NAME	POLICE ORGANIZATION	TITLE	EMAIL	PHONE
BLAIS, Jean-Michel <i>(Co-Chair)</i>	Halifax Regional Police	Chief	blaisj@halifax.ca	902-490-6500
GOERKE, Len <i>(Co-Chair)</i>	West Vancouver PS	Chief	lengoerke@wvpc.ca	604-925-7307
BEAUREGARD, Genevieve	Montreal PS	Chief Human Resources	Genevieve.beauregard@spsm.qc.ca	514-280-2222
CHAFFIN, Roger	Calgary PS	Deputy Chief	RChaffin@calgarypolice.ca	403-428-5990
CHATTERBOK, Mark	Saskatoon PS	Deputy Chief	mark.chatterbok@police.saskatoon.sk.ca	306-975-8300
DION, Helen	Repentigny, Quebec PS	Chief	dionh@ville.repentigny.qc.ca	450-470-3600
DUBEAU, Dan	RCMP	Chief Human Resources Officer	dan.dubeau@rcmp-grc.gc.ca	613-843-4651
KOROL, David	Edmonton PS	Deputy Chief	david.korol@edmontonpolice.ca	780-421-3333
MAY, Jeanette	Toronto PS	Director Human Resources	jeanette.may@torontopolice.on.ca	416-808-7864
MCCORD, Christopher	Peel Regional Police	Deputy Chief	christopher.mccord@peelpolice.ca	905-453-2121
RAI, Steve	Vancouver Police Department	Superintendent Personnel Services	steve.rai@vpd.ca	604-717-2703
SILVERTHORN, Mary	Ontario Provincial Police	Prov. Commander	mary.silverthorn@ontario.ca	705-329-6111
VENEZIANO, Tony	Toronto PS	Chief Administrative Officer	tony.veneziano@torontopolice.on.ca	416-808-8005

Chief Constable Len Goerke

West Vancouver Police Department

Co-Chair

Chief Jean-Michel Blais

Halifax Regional Police

Co-Chair